



NORTH CAROLINA

North Carolina Department of Public Instruction
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Program Overview

North Carolina's school accountability program, known as the ABCs of Public Education, offers an incentive for teachers in schools that demonstrate student growth. The state first implemented its school accountability system during the 1996–97 school year. The state determines whether a school made high or expected growth based on student learning gains on the state's end-of-grade and end-of-course assessments. Certified staff in each school, including teachers, principals, assistant principals, and instructional support staff, are eligible to receive a reward. Traditionally, each staff member receives \$1,500 if the school achieves "high growth" or \$750 if the school achieves "expected growth." Teacher assistants earn \$500 in a school that achieves high growth and \$375 in a school that achieves expected growth. For the coming school year, however, the amounts will decrease to \$1,053 for certified staff in a high growth school, and \$527 for certified staff in an expected growth school; teacher assistants can earn up to \$351 for high growth and \$263 for expected growth. These changes are based on the \$94.3 million state cap on incentives.

The ABCs of Public Education measure school performance based on measures of student achievement, student growth, and adequate yearly progress. The Department of Public Instruction uses student growth as the measure to determine teacher bonuses. The growth model looks at student learning over time, comparing a student's current performance to at least two years of past performance, when possible. Change scales have been developed to account for revisions to state assessments. The state revised the formula for calculating school growth so that a school would not be rewarded for high performance among a small group of students; at least 60 percent of students must meet the expected growth standard for a school to achieve high growth.

For the 2007-2008 school year, 2,397 public schools in North Carolina were assigned an ABCs growth status; of those 2,397 schools, 82% achieved expected or high growth.

Program Information

- [Evolution of the ABCs](#)
- [ABC Incentive Awards](#)
- [Determining School Status in the ABCs Model](#)
- [2007-2008 ABCs of Public Education Technical Notes](#)



Select Articles and Reports

- Vigdor, J. (February 2008). [Teacher Salary Bonuses in North Carolina.](#)
- [State Board of Education Highlights](#) (August 2008)